



AI Job Risk Report Netherlands

Which occupations AI is reshaping — and which stay human

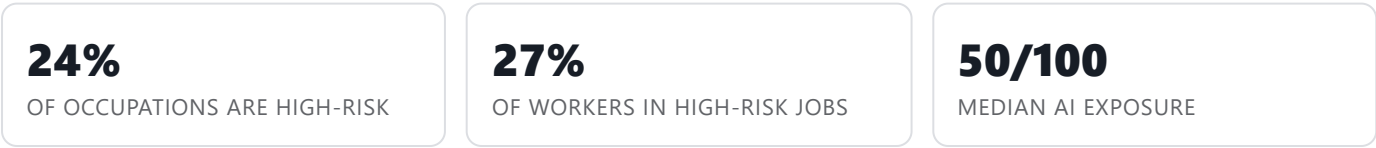
27% of Netherlands's covered workforce is employed in occupations with high AI task exposure.

427 OCCUPATIONS	10.6M WORKFORCE COVERED	50/100 MEDIAN AI EXPOSURE	24% HIGH-RISK OCCUPATIONS
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Executive summary

Across 427 occupations covering 10.6M workers in Netherlands, median AI exposure is 50/100. 24% of occupations — and 27% of workers — fall in the high-exposure band.



Most exposed areas

- IT & Digital
- Business, Finance & Legal
- Education & Community

Most resilient areas

- Trades & Construction
- Agriculture & Environment
- Engineering & Infrastructure

Risk & pay: Higher-paid, judgement-heavy roles cluster at lower risk, while many mid-pay administrative roles carry the highest exposure.

What to watch: Entry-level and routine administrative tasks are narrowing fastest; client-facing, accountability and hands-on work remain the human moat.

How to read this report

Every occupation is scored on how much of its work generative AI can touch, and how much of it stays hard for AI to do. Four ideas run through the report:

- **AI exposure** — how much of the day-to-day tasks AI can already perform.
- **Automation pressure** — how likely those tasks are to be automated in practice.
- **AI augmentation** — where AI makes the worker faster rather than redundant.
- **Job displacement risk** — the combined pressure on the *number* of jobs.

A risk score is not a probability that a job disappears. It is a composite of the occupation's task structure, how automatable those tasks are, workforce demand, and the human moat. High exposure often means AI *augments* the role, not that it vanishes.

Netherlands labour-market snapshot

Occupations analysed	427
Workforce covered	10.6M
Median AI exposure	50/100
High-risk occupations	24%
High-risk workforce	27%
Typical annual pay (average)	€40,500
Data year	2025

Netherlands has a median AI exposure of 50/100. High-exposure work is concentrated in it & digital and adjacent groups, while trades & construction stays most resilient.



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- Explore the interactive version at <https://aijobriskmap.com/country/netherlands/>.

Risk distribution

Two views tell different stories: how risk spreads across *occupations*, and across *people employed*.

By occupation count		By workforce	
High	24%	High	27%
Medium	38%	Medium	38%
Low	39%	Low	35%

Median exposure 50/100 · quartiles Q1 29 / Q3 68. Occupation-count and workforce shares differ because high-employment jobs are not evenly spread across risk bands.

Highest-risk occupations

Ranked by AI task exposure. The right column shows tasks AI is most likely to take over.

#	Occupation	Risk	Workforce	Pay	Main exposed tasks
1	Data Entry Clerk	98	15,000	€34,333	Transcribe data from paper documents or images into electronic systems; Verify data accuracy and correct errors
2	Typist	96	8,000	€31,667	Transcribe audio recordings into text documents; Transcribe handwritten or printed documents
3	Accounting and Bookkeeping Clerk	95	85,000	€41,333	Manual Data Entry and Invoice Processing; Bank reconciliation and account adjustment
4	Statistical, Finance and Insurance Clerks	95	45,000	€36,667	Manual entry of financial transactions, policies, and statistical data; Generate standardized reports (e.g., daily reconciliation, monthly reports)
5	Clerical Support Workers Not Elsewhere Classified	94	185,000	€35,833	Data entry and spreadsheet updates (e.g., customer information, inventory records); File classification, archiving, and retrieval (rule-based document management)
6	Securities and Finance Dealers and Brokers	94	18,000	€74,167	Automatically execute stock, bond, and commodity orders through algorithms, no manual order placement; AI automatically generates market analysis reports and investment briefs
7	Financial Analyst	94	15,000	€65,833	Extract and organize structured data from databases and financial reports; Generate standard financial reports and preliminary analysis templates
8	General Office Clerks	93	180,000	€34,167	Automatic archiving and retrieval of electronic files (done by document management system AI); Standardized data entry and formatting (RPA robots extract from emails/forms and input into systems)
9	Contact Centre Salesperson	93	35,000	€37,833	Answer common questions (e.g., billing inquiries, password reset); Handle standard order inquiries and modifications
10	Personnel Clerk	93	25,000	€37,500	Employee file data entry and updates; Standard recruitment notices and onboarding document generation
11	Payroll Clerk	93	15,000	€40,500	Attendance data entry and work hour calculation; Single Touch Payroll (STP) data auto-reporting
12	Credit and Loans Officers	93	12,000	€54,167	Automatically extract and verify income and asset information from loan applications; Rule engine-based preliminary credit scoring and risk classification
13	Web and Multimedia Developer	93	25,000	€56,667	Using HTML/CSS to generate standardized page layouts; Writing common JavaScript interactive features (e.g., carousels, form validation)
14	Advertising and Public Relations Managers	92	9,500	€65,000	AI automatically generates drafts of ad copy, social media posts, and press releases; AI-automated media buying optimization, budget allocation, and performance reporting
15	Translator	92	12,000	€41,333	Standard conference interpreting (e.g., business negotiations); Simple telephone interpreting or community interpreting

#	Occupation	Risk	Workforce	Pay	Main exposed tasks
16	Secretary (General)	91	120,000	€38,333	Coordinating schedules for arranging meetings and managing calendars; Handling daily emails and writing standard replies in communication tasks
17	Bank Teller	91	15,000	€34,333	Standard transaction processing such as cash deposits, withdrawals, and transfers; Customer identity verification and basic account inquiries
18	Scribe	91	200	€36,500	Manually transcribe or transcribe audio files; AI voice recognition can directly output text; Digitization of handwritten documents; OCR technology is highly mature

Most AI-resilient occupations

Lower task exposure and a stronger human moat. Resilient, not "AI-proof".

Occupation	Risk	Workforce	Pay	Human moat
Craft and Related Workers Not Elsewhere Classified	4	5,000	€32,167	Unique artistic creativity and aesthetic judgment; High-precision manual control with haptic feedback
Painter and Related Worker	6	35,000	€40,500	Fine manual skills (e.g., French polishing, wood staining cannot be fully automated); On-site adaptability (handling irregular surfaces and unexpected issues)
Bricklayer	6	25,000	€39,000	Complex irregular masonry (curved, hollow, historical building restoration) cannot be standardized; Flexible operation in unstructured environments such as bad weather and confined spaces
Window Cleaner	7	12,000	€34,167	Safety risk assessment and emergency response for working at heights; Manual fine cleaning of special materials (e.g., historic building glass, photovoltaic panels)
Domestic Cleaners and Helpers	7	65,000	€27,500	Fine cleaning of special items such as fragile goods and antiques; Customer trust building and personalized services (e.g., pet household hygiene tips)
Kitchen Helper	7	25,000	€27,167	Flexibility to handle unexpected situations (e.g., last-minute banquet changes); Sensory evaluation of ingredient freshness and quality (smell, touch)
Concrete Placers, Concrete Finishers and Related Workers	7	15,000	€36,500	Manual finishing and artistic refinement of complex non-standard structures (curved surfaces, thin shells); Rapid diagnosis and handling of unforeseen onsite issues (e.g., pipe blockage, formwork leakage)
Floor Layer and Tile Setter	7	12,000	€38,000	Installation in irregularly shaped rooms and complex corners; Fine manual skills for repairing old or damaged flooring
Mining and Quarrying Labourer	7	1,500	€30,833	Safety judgment and emergency response in complex environments; Flexible handling of unstructured tasks (e.g., equipment lag, abnormal conditions)
Potter	8	1,200	€33,333	Handcrafted feel and irreproducibility: consumer appreciation for unique, handcrafted traces (e.g., fingerprints, pores); Artistic intuition and cultural narrative: deep expressive ability to integrate personal experience and regional traditions into creation
Glass Maker, Cutter, Grinder and Finisher	8	3,500	€34,167	Handling extra-thick, irregular, or artistic glass requires fine manual adjustments, such needs still rely on technician experience; On-site diagnosis and rapid repair of sudden equipment failures (non-standard issues)
Structural Metal Preparers and Erectors	8	12,000	€38,667	Safety judgment and emergency response in complex field environments; Manual adjustment and temporary solutions for non-standard components
Vehicle Cleaner	8	15,000	€27,500	Fine cleaning of custom vehicles (e.g., classic cars, race cars); Handle emergencies (e.g., animal remains, hazardous liquids)
Fishery and Aquaculture Labourers	9	1,500	€33,167	On-site judgment and emergency response to unconventional situations such as sudden weather changes and equipment failures;

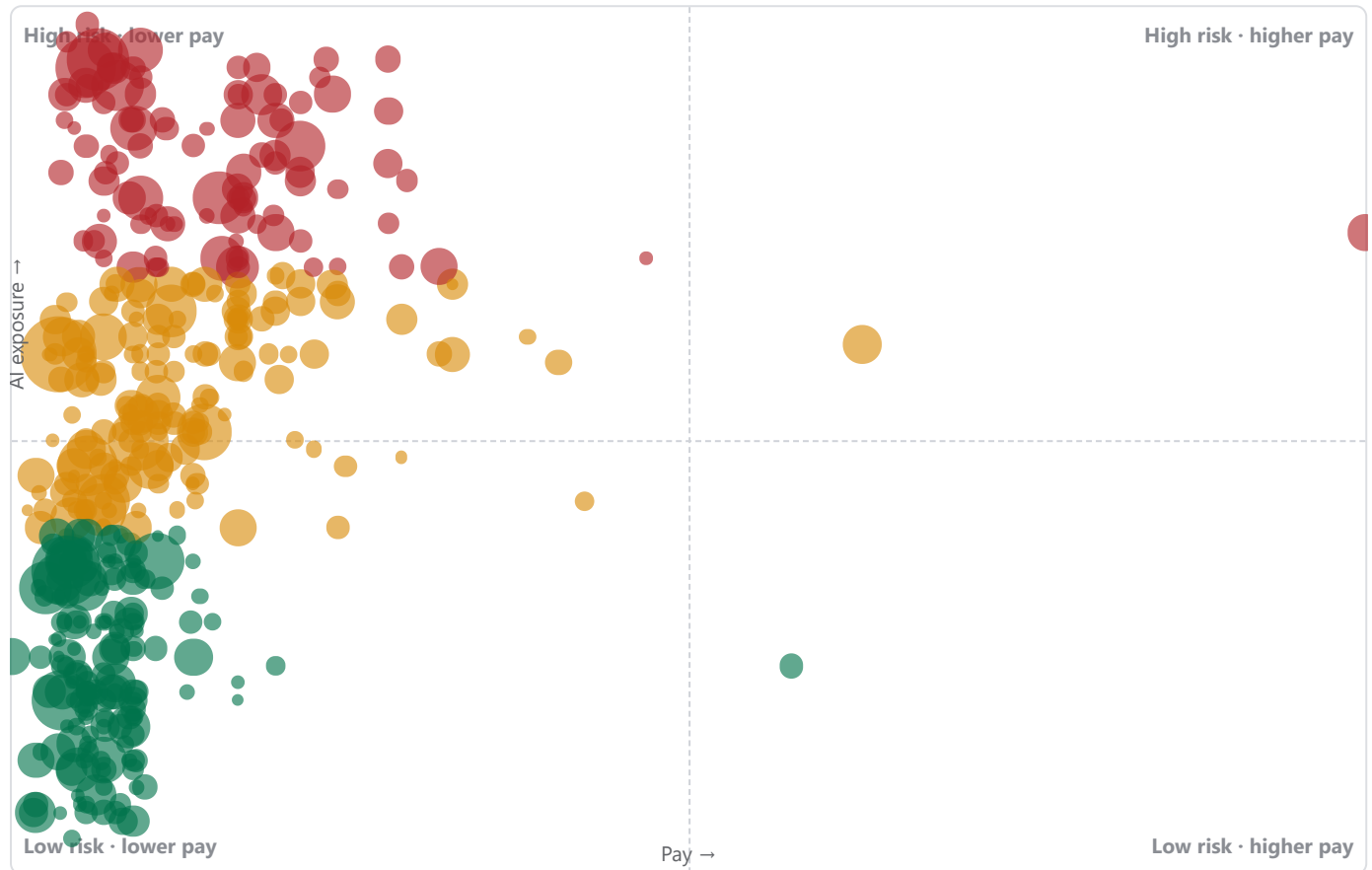
Occupation	Risk	Workforce	Pay	Human moat
				Intuitive and experiential diagnosis of fish behavior, water quality abnormalities, etc
Lifting Truck Operator	9	65,000	€35,500	Handling and judgment of abnormal cargo (damaged/oversized); Flexible response to on-site warehouse emergencies (e.g., aisle blockages)
Cement, Stone and Other Mineral Products Machine Operators	10	3,500	€36,500	Diagnose and flexibly repair equipment faults in unstructured environments; Experience-based judgment and parameter fine-tuning when handling raw material batch variations
Stonemason	10	2,500	€40,833	Artistic judgment for complex stone carving and hand modeling; Adaptive skills for integrated on-site stone and structure installation
Ship's Deck Crew	10	15,000	€41,833	Quick decision-making and physical operations (e.g., abandoning ship, firefighting) in emergencies; Experience in manual maneuvering of complex ports and narrow waterways

Risk by occupational group

Group	Median risk	High-risk %	Workforce	Median pay
IT & Digital	81	78%	670,300	€55,000
Business, Finance & Legal	80	74%	2.0M	€54,167
Education & Community	62	31%	830,500	€43,667
Government & Public Sector	60	29%	374,600	€48,333
Healthcare & Care	50	10%	1.3M	€41,166
Creative, Media & Personal Services	48	17%	615,000	€36,000
Hospitality, Retail & Tourism	42	22%	1.5M	€32,167
Transport, Logistics & Mining	42	7%	986,250	€35,000
Engineering & Infrastructure	39	12%	786,050	€43,667
Agriculture & Environment	34	0%	461,500	€36,584
Trades & Construction	18	0%	1.0M	€36,584

Salary vs AI risk

Each bubble is an occupation: horizontal = pay, vertical = AI exposure, area = workforce.



Priority now: high pay · high risk

- Managing Director and Chief Executive
- Legislators
- University and Higher Education Teacher
- Research and Development Manager
- Information and Communications Technology Services Manager
- Finance Manager

Most exposed: lower pay · high risk

- Legal Secretary
- Graphic and Multimedia Designer
- Secretary (General)
- Music Teacher (Private Tuition)
- Contact Centre Salesperson
- Personnel Clerk

Tasks AI is likely to automate

Representative automatable tasks drawn from the most-exposed occupations. Tasks are an occupation-level characteristic, shared across countries.

Data Entry Clerk

Typist

Accounting and Bookkeeping Clerk

Statistical, Finance and Insurance Clerks

Clerical Support Workers Not Elsewhere Classified

Securities and Finance Dealers and Brokers

Financial Analyst

General Office Clerks

Contact Centre Salesperson

Personnel Clerk

Human advantages

What still needs people, even in the most-exposed occupations — the balance to the risk numbers above.

Data Entry Clerk

Typist

Accounting and Bookkeeping Clerk

Statistical, Finance and Insurance Clerks

Clerical Support Workers Not Elsewhere Classified

Securities and Finance Dealers and Brokers

Financial Analyst

General Office Clerks

Contact Centre Salesperson

Personnel Clerk

Career transition opportunities

Adjacent, more-resilient roles for people in exposed occupations. Detailed transition plans live on the occupation pages.

Exposed occupation	Adjacent, more-resilient roles
Typist	Legal Secretary · Administrative and Executive Secretaries · Filing and Copying Clerks
Accounting and Bookkeeping Clerk	Accountant · Accounting Associate Professionals · Payroll Clerk
Statistical, Finance and Insurance Clerks	Statistical, Mathematical and Related Associate Professionals · Accounting and Bookkeeping Clerk · Insurance Representatives
Clerical Support Workers Not Elsewhere Classified	General Office Clerks · Office Supervisor · Filing and Copying Clerks
Financial Analyst	Financial and Investment Adviser · Mathematicians, Actuaries and Statisticians · Securities and Finance Dealers and Brokers
General Office Clerks	Office Supervisor · Accounting and Bookkeeping Clerk · Clerical Support Workers Not Elsewhere Classified
Web and Multimedia Developer	Software Developer · Applications Programmer · Web Technician
Advertising and Public Relations Managers	Advertising and Marketing Professional · Public Relations Professionals · Sales and Marketing Manager
Secretary (General)	Administrative and Executive Secretaries · Office Supervisor · Legal Secretary
Bank Teller	Financial and Investment Adviser · Finance Manager · Credit and Loans Officers
Scribe	Coding, Proofreading and Related Clerks · Author and Related Writer · Other Artistic and Cultural Associate Professionals
Contact Centre Information Clerk	Information and Communications Technology User Support Technicians · Data Entry Clerk · Telephone Switchboard Operator

What workers can do

Next 30 days

- Map which of your weekly tasks are most exposed to AI.
- Start using an AI assistant on one recurring task and measure the time saved.

Next 6 months

- Shift effort toward client-facing, judgement and accountability work.
- Earn a recognised credential in your field or an adjacent one.

Next 2 years

- Move toward an adjacent, more-resilient role (see chapter 13).
- Build a verifiable portfolio of outcomes AI cannot claim on its own.

Outlook & scenarios

Rather than a single prediction, we model three AI-adoption scenarios for job displacement by 2030 across Netherlands's covered workforce.

CONSERVATIVE 179,069 2% of workforce	BASELINE 358,134 3% of workforce	ACCELERATED 787,895 7% of workforce
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Scenario estimates, not forecasts. They express how much of the theoretically-automatable exposure converts to job loss under slow, central and fast adoption — the true path depends on policy, investment and job creation this figure does not net out.

Methodology

- **AI exposure** — generative-AI task-exposure percentile (ILO Working Paper 140, calibrated with Eloundou et al.), mapped to occupations.
- **Occupation classification** — ISCO-08.
- **Workforce & pay** — Netherlands official statistics office; average annual pay, 2025 basis (the more granular of the source's average/median measures is used).
- **Displacement scenarios** — workforce × exposure × automation share × realisation rate (low/mid/high).
- **Tasks, human moat & adjacent roles** — occupation-level AI analysis, shared across countries by occupation code.
- **Cross-country comparability** — classification and pay years differ by country; compare within a country first.

Version 2026.1 · missing values are left blank rather than imputed.

Sources & citation

- Netherlands official statistics office
- ILO Working Paper 140 — Generative AI and Jobs: A Refined Global Index of Occupational Exposure.
- Eloundou et al. (2023) — GPTs are GPTs: labor-market impact potential of LLMs. arxiv.org/abs/2303.10130

Suggested citation

AI Job Risk Map (2026). AI Job Risk Report: Netherlands 2026. <https://aijobriskmap.com/reports/netherlands/>

Appendix

The full occupation-level dataset for all countries — one row per occupation with exposure, pay, workforce and displacement scenarios — is available for download:

<https://aijobriskmap.com/dataset.csv> (CSV, CC BY 4.0)

Risk bands

- High: exposure 70–100
- Medium: 40–69
- Low: 0–39

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